



*Topic Expert Group: Education and training of the multidisciplinary team working in neonatology*

**Continuing professional development (CPD)**

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*Target group*

Healthcare professionals working in neonatal care

*User group*

Parents and families, healthcare professionals, neonatal units, hospitals, professional societies, regulators of the profession

*Statement of standard*

All healthcare professionals have access to and undertake continuing professional development to deliver safe and effective healthcare.

*Rationale*

The commitment to professional development is essential to be able to deliver effective and safe healthcare for infants and their families. (1) Professional development requires life-long learning. (2) Professional development is required so that professionals keep up with the scientific and technological changes that are occurring in healthcare settings. (3)

The availability of a variety of faculty development programmes can prepare practicing healthcare professionals for different roles within their institution; such as practitioner, educator and scholar/researcher. (4) The content of continuing professional development (CPD) programmes needs to be adapted for use to fit the national context, and to reflect the specific needs, health priorities, legislative and regulatory standards that govern safe healthcare across different countries. (5)

*Benefits*

- Improved staff retention (3)
- Improved job satisfaction (3)
- Opportunities for personal and professional development (3)

*Components of the standard*

Component	Grading of evidence	Indicator of meeting the standard
For parents and family		
1. Parents contribute their perspective to the CPD opportunities available to healthcare professionals. (6)	B (Low quality)	Parent feedback
For healthcare professionals		
2. CPD is undertaken by all healthcare	B (High quality)	Training



professionals.		documentation
3. Each healthcare professional is able to set professional development goals. (3)	B (Low quality)	Training documentation
<b>For neonatal unit and hospital</b>		
4. The access to CPD is ensured.	B (High quality)	Training documentation
5. CPD is valued and included in everyday work practices.	B (Moderate quality)	Training documentation
6. Opportunities for workplace learning are available.	B (Moderate quality)	Audit report, training documentation
<b>For professional societies</b>		
7. Structured CPD activities for members are available.	B (Moderate quality)	Training documentation
<b>For regulators of the profession</b>		
8. Evidence of CPD is required for re-licensing.	B (High quality)	Training documentation
<b>For health service</b>		
N/A		

*Where to go – further development of care*

<b>Further development</b>	<b>Grading of evidence</b>
For parents and family	
<ul style="list-style-type: none"> <li>Parents contribute to continuing professional development (CPD) activities. (7)</li> </ul>	B (Low quality)
<b>For healthcare professionals</b>	
N/A	
<b>For neonatal unit</b>	
N/A	
<b>For hospital</b>	
<ul style="list-style-type: none"> <li>Establish a curriculum that prepares frontline caregivers to partner with families to identify problems on the units, to develop testable strategies for improvement, and to develop their leadership skills to lead further system change. (6)</li> </ul>	B (Low quality)
<b>For professional societies</b>	
<ul style="list-style-type: none"> <li>Develop a broad CPD programme to enhance practice.</li> </ul>	B (Moderate quality)
<b>For regulators of the profession</b>	
N/A	
<b>For health service</b>	
N/A	



## Getting started

### Initial steps

For parents and family

N/A

For healthcare professionals

- Seek out availability of CPD opportunities.

For neonatal unit

N/A

For hospital

- Support healthcare professionals to undertake CPD.
- Ensure support for and advice about CPD by hospital managers.
- Ensure commitment of key decision makers to value of CPD.
- Provide the internal infrastructure for CPD (e.g. library access, classroom time, online module availability).

For professional societies

N/A

For regulators of the profession

- Develop CPD as a component for licensing healthcare professionals.

For health service

N/A

## Source

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*Lifecycle*

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